



California Coastal Commission

June 18, 2015

# JOB ANNOUNCEMENT

## ATTORNEY, ATTORNEY III LEGAL DIVISION HEADQUARTERS OFFICE SAN FRANCISCO

FULL-TIME, LIMITED TERM POSITIONS  
(WITH THE POSSIBILITY OF EXTENSION OR BECOMING PERMANENT)

The California Coastal Commission (Commission) is seeking talented attorneys to join its Legal Division. The Commission is a small State agency that has regulatory and planning authority over development in the California coastal zone. The mission of the Commission is to provide for the balanced use of the coastal zone and to protect, restore, and enhance coastal and marine resources for the continuing benefit of current and future generations. Employees at the Commission enjoy working on a broad range of issues to plan for and manage coastal land uses while protecting important coastal resources including wetlands, habitats that support rare and endangered species, scenic landscapes and views to the sea, public shoreline access and recreational opportunities. The Commission's staff includes dedicated planners, scientists, attorneys and administrative staff. The Commission's Headquarters Office is located in San Francisco's Financial District, and the Commission has district offices in San Diego, Long Beach, Ventura, Santa Cruz and Arcata.

**About the Job.** The Commission's Legal Division consists of eight full-time attorney positions, one half-time attorney, two senior legal analysts, a legal assistant, and a legal secretary. The attorneys advise the staff and the Commission on a wide variety of legal issues, including those arising under the California Coastal Act, the Federal Coastal Zone Management Act, the California Environmental Quality Act, the Subdivision Map Act, the U.S. Constitution, and numerous other state and federal laws. The position will be filled in San Francisco. There may be occasional travel to other parts of the State.

Assignments will include review and analysis of planning staff's recommendations, research and preparation of legal opinions for both Commission staff and the Commission, and advising Commission staff about legal requirements for coastal development permits, local coastal programs, enforcement actions, federal consistency review and related matters. Attorney III assignments may include providing legal advice and assistance to Commission management and to the Commission's district and program offices on complex questions concerning the Coastal Act, Commission regulations, planning and zoning, and environmental law and working with the Attorney General's Office on litigation-related matters. It is not currently anticipated that the attorney will represent the Commission in litigation, although the attorney may represent the Commission in administrative proceedings and participate in preparing documents for court.

**Desired Qualifications.** We're looking for an attorney with excellent research, writing, communication and analytical skills, who exercises sound judgment and enjoys working both independently and as part of a team. Attorneys are expected to be rigorous and pro-active in identifying issues and creative in problem-solving. Three to five years of experience in land use law, environmental permitting or a closely related practice is strongly preferred.

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## Page 2

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**ELIGIBILITY:** Individuals on the Attorney and/or Attorney III eligible lists are encouraged to apply. Eligibility can be established by taking the examinations on-line at [www.jobs.ca.gov](http://www.jobs.ca.gov). Current State employees or former State employees with transfer or reinstatement rights at the Attorney or Attorney III level are also eligible. (Please note that in order to be eligible for transfer or reinstatement, applicants **must** meet the minimum qualifications of the Attorney classification.) Appointment is subject to the State Restrictions of Appointment (SROA) provisions. Applicants must clearly indicate the basis of their eligibility, including SROA, surplus, transfer, re-employment status, or list eligibility in the Examination or Job Title section on the State Application Form 678.

**SALARY:** Attorney \$4,767 – \$8,304 per month  
Attorney III \$7,836 - \$10,054 per month  
(depending on current salary, qualifications and experience)

**CONTACT:** For information about the position: Christopher Pederson, Chief Counsel I, at (415) 904-5220.

For information about the application and/or hiring process: Human Resources Office at (415) 904-5430 or toll free 866-831-2540 or [HumanResources@coastal.ca.gov](mailto:HumanResources@coastal.ca.gov).

**FILING:** The positions will be open until filled. We hope to fill the positions as soon as possible so it is important to file your application immediately. Applications will be screened and only those most qualified will be interviewed. All interviews will take place in San Francisco. No relocation expenses will be offered. Submit a current resume, State Application Form 678 and relevant legal writing sample (5 pages or less) to:

Human Resources Office  
CALIFORNIA COASTAL COMMISSION  
45 Fremont Street, Suite 1930  
San Francisco, CA 94105–2219  
(415) 904-5430 / toll free: 1-866-831-2540  
[HumanResources@coastal.ca.gov](mailto:HumanResources@coastal.ca.gov)

**Please indicate “Attorney” and/or “Attorney III” in the Examination/Job Title section of the State Application Form 678.**

FOR MORE INFORMATION ABOUT THE CALIFORNIA COASTAL COMMISSION AND WHAT WE DO AND TO OBTAIN A STATE APPLICATION FORM 678, VISIT OUR WEBSITE AT: [WWW.COASTAL.CA.GOV](http://WWW.COASTAL.CA.GOV). IF YOU HAVE ANY QUESTIONS, YOU MAY E-MAIL US AT [HUMANRESOURCES@COASTAL.CA.GOV](mailto:HUMANRESOURCES@COASTAL.CA.GOV) OR CALL THE ABOVE NUMBERS.

The State of California is an equal opportunity employer to all, regardless of age, ancestry, color, disability (mental and physical), exercising the right to family care and medical leave, gender, gender expression, gender identity, genetic information, marital status, medical condition, military or veteran status, national origin, political affiliation, race, religious creed, sex (includes pregnancy, childbirth, breastfeeding and related medical conditions), and sexual orientation.

Assistance for the Hearing Impaired can be accessed by dialing 711